



Associate Position Information

(This is for informational purposes only and is subject to change at any time.)

Nebraska VR is a public service agency financed by state and federal funds. It is designed to develop, improve, or restore the ability of individuals with significant disabilities to become gainfully employed.

Teams: We operate in teams (approximately 9 - 18 total members) comprised of an office director, rehabilitation specialists, service specialists and associates. Much of the decision-making regarding service delivery involves the team or combinations of members in the team. The entire team is accountable for outcomes.

QE2: We use Macintosh computers, laptops and iPads with a client case management and information system program called QE2. This information system is designed to support our work as teams. Information concerning consumers we work with is shared electronically among all team members.

Salary: The starting salary range for this position is
Annual increases in pay are determined by negotiation between the employees union, Nebraska Association of Public Employees (NAPE) and the Department of Education bargaining team.

Background Screen: The successful candidate will be offered a position contingent upon passing a background screen, which includes a check through the following: A) State Patrol criminal records; B) Nebraska Sex Offender Registry; C) Health and Human Services Adult/Child Protective Services Central Registries, and D) Department of Motor Vehicles driving records.

Electronic Pay Options: Payday occurs on the last working day of the month. Employees receive their pay by either Direct Deposit to a checking or saving account, or through a deposit to an Acclapay Debit Card account.

Smoking: All offices and state vehicles are smoke free.

Probation: The probationary period is 6 months and may be extended up to six (6) months, not to exceed a total of 12 months.

Performance Evaluations: During probation, performance is evaluated at 90 days, and prior to the end of 6 months. Thereafter performance appraisals are completed annually.

Nebraska VR Website: <http://www.vr.nebraska.gov>

Benefits:

- **Vacation:** Employees earn one day per month for the first five years of employment. During the sixth year, fifteen days are earned. Each year thereafter, one additional day per year is added, with a maximum of twenty-five days per year.
- **Sick Leave:** Employees earn one day per month for the first five years of employment. The sixth through 15th years employees earn 14 days per year, and the 16th year and over employees earn 18 days per year.
- **Holidays:** There are 12 paid holidays each year.
- **Health Insurance:** Several health insurance plan options are available. The state pays approximately 79% of the monthly cost.
- **Dental Insurance:** Dental insurance is available for purchase. (The state does not contribute to the premium.)
- **Vision Insurance:** Vision insurance is available. (The state does not contribute to the premium.)
- **Life Insurance:** The state provides \$20,000 in term life insurance at no cost to employees in full-time permanent positions. Employees in part-time permanent positions pay a prorated percentage. Additional term life insurance and Accidental Death and Dismemberment insurance is available for purchase.
- **Long-Term Disability Insurance (LTD):** LTD insurance is available for purchase. (The state does not participate financially.)
- **State Retirement:** Participation is mandatory immediately upon employment with the state for all permanent employees who are a .5 FTE (Full-Time Equivalency) or more. The employee contribute is 4.8%. The state matches the employee contribution at the rate of 156% of the employee's contribution.
- Employees are fully vested after 3 years of participation in the State retirement plan or if they are 55 or older. Employees may retire as early as age 55.
- **Deferred Compensation:** Employees may elect to defer a minimum of \$25 per month on a pre-tax basis.
- **Flexible Spending Accounts:** Medical and dependent care expenses may be put in flexible spending accounts which shields the income from taxes.
- **State Vehicles:** State vehicles are available for conducting state business. Participation in a defensive driving course is required.